



# IMOCA TEAMS CHARTER 2021-2025



## VISION

The IMOCA Teams Charter is part of the IMOCA Class' Sustainable Development programme, aimed at developing our sports projects towards more sustainable performance and helping to build a responsible legacy for the maritime world.



# PREAMBULE

The IMOCA Teams Charter is a collaborative and evolving project during the 2021-2025 IMOCA Globe Series Championship. This charter was created by IMOCA and the Sustainable Development Commission in 2020 and comes into force in 2021.

This document is the common reference to support teams in setting up more environmentally friendly operations.

Through this approach, the IMOCA anticipates future legislative constraints linked to the reduction in the impact of human activities [particularly industrial].

The IMOCA Teams Charter brings together 7 themes which each propose objectives with which actions and a given time are associated. A range of tools is suggested (including those from the [Toolbox](#) \*) to help teams implement the objectives and actions of the charter.

*\* The Toolbox = Collaborative digital support tool for the implementation of a sustainable development strategy within your team. The Toolbox is developed by the 11th Hour Racing Team and made available free of charge to the IMOCA Class for its members from 2021.*



# THEMES

- 1 - Commitment
- 2 - Mobility
- 3 - Impact Management
- 4 - Nutrition
- 5 - Energy and Water
- 6 - Communication
- 7 - Contribution



# COMMITMENT

Through the adoption of the IMOCA Teams Charter, the entire ecosystem linked to the functioning of a team becomes committed.



# COMMITMENT

## OBJECTIVES

## ACTIONS

## TOOLS

## TIMELINE

**Involve the team**

Appoint a **Sustainable Development referent** per team, in charge of the deployment and follow-up of actions.

[Toolbox : How to start ?](#)

From now till **December 2021**

**Formalise the team commitment**

Introduce a green clause in the appendix of the work/service contract.

Proposal of a contractual clause by IMOCA

From now till **early 2022**



# COMMITMENT

## OBJECTIVES

## ACTIONS

## TOOLS

## TIMELINE

**Put in place the means to implement and achieve the commitments**

Give each employee/ independent the means to develop his/her activity in accordance with the objectives of the Charter

[Toolbox - Identify Issues](#)

Setting up a monthly meeting within the team to understand everyone's needs

Gradual evolution **until 2024**

**Adopt a responsible and respectful communication**

Establish and adopt a code of ethics supported by values within the team

An annual Sustainability Day, organised by IMOCA, to familiarise teams with current projects

Gradual evolution **until 2024**



## OBJECTIVES

## ACTIONS

## TOOLS

## TIMELINE

**Engage the suppliers**

**Value the suppliers** who adopt sustainable behaviours and favourably adopt our supplier policy

[Toolbox - Identifier les parties prenantes](#)

IMOCA Supplier Charter

Gradual evolution **until 2024**

**Engage the sponsors**

**Raising awareness and discussion** on the issues addressed by the Charter

Sponsors sign the Charter

**Promote positive initiatives** implemented by sponsors

From now till **September 2021**



# MOBILITY

One of the major areas of progression is to reduce our carbon impact related to travel; both on and off the race course.



# MOBILITY

## OBJECTIVES

**Measure our emissions to better understand them, then minimise their impact**

## ACTIONS

Summary with GHG reduction targets integrated by scope provided by IMOCA for 2021-22

Understand and become conscious of the carbon cost per person

Account for travel-related emissions

Emission offsetting actions/ annual contribution

## TOOLS

[Toolbox - Carbon Calculator](#)

[ToolBox - Fuel Tracker](#)

[ToolbBox - Travel Tracker](#)

Non-exhaustive list of compensatory/contribution actions provided by IMOCA

## TIMELINE

**December 2022**

**December 2021**

Continuous work **until 2024**

Annual action **from January 2023 onwards**

## OBJECTIVES

**Reduce and neutralise our emissions**

## ACTIONS

Encourage internal car sharing for short trips and external car sharing for race and technical trips

Prohibit internal flights of less than 3 hours if another public transport solution exists

Minimise/mutualise the team trips to the finishes of one way races

## TOOLS

WhatsApp Group, internal communication policy

A cycle mileage allowance by the teams for their employees

[ToolbBox - Travel Tracker](#)

[ToolBox - Fuel Tracker](#)

IMOCA support for stakeholder coordination

## TIMELINE

**AGM April/May 2022**

**December 2021**

Annual action from **2021 onwards**

## OBJECTIVES

## ACTIONS

## TOOLS

## TIMELINE

**Reduce and neutralise  
our emissions**

Commit to sharing equipment. No single shipment. Container + semi-rigid grouped together

Become responsible for the semi-rigid use during Public Relation events

Phase out RIBs with internal combustion engines. Favour more ecological RIBs

IMOCA sharing system

Make the semi-rigid profitable with a minimum fill rate

cf. IMOCA Purchasing Guide

Continuous work **from 2021 onwards**

Continuous work **from 2021 onwards**

Continuous work **from 2021 onwards**



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## IMPACT MANAGEMENT

Impact management relates to the working conditions in the yards, as well as waste management.

## OBJECTIVES

**Set up a workspace that meets environmental and health requirements**

## ACTIONS

Collaborate and adopt the sustainable purchasing guide

Report to the IMOCA Sustainability Committee at least 1 virtuous process change implemented / year

Commit to using the list of consumables and alternative processes proposed to teams by the Sustainability Committee

## TOOLS

cf. IMOCA Purchasing Guide

Include within the annual Sustainability Report

cf. IMOCA Best Practice Guide

## TIMELINE

**April/May 2022**

Continuous work **from 2021 onwards**

Continuous work **from 2021 onwards**

## OBJECTIVES

## ACTIONS

## TOOLS

## TIMELINE

## Waste Management

Adopt a systematic waste reduction policy

cf. IMOCA Purchasing Guide + Best Practice Guide

Continuous work **from 2021 onwards**

Giving a second life to waste material

Give Box (Lorient), Zero Waste, Low Tech Lab...

Continuous work **from 2021 onwards**

Waste sorted by stream in the yards

[Toolbox - Waste Tracker](#)

Continuous work **from 2021 onwards**

Pre-preg waste sent to a dedicated recycling/reuse channel (if possible in the team's home country)

IMOCA to set up specific and collaborative waste collections

Continuous work **from 2021 onwards**





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## NUTRITION

This theme concerns food at sea and also on land; it is linked to the generation of waste but also to the impact of consumption.

## OBJECTIVES

Global waste reduction on  
land and at sea

## ACTIONS

## ON LAND

Refuse single-use packaging

Prohibit plastic bottles in yards  
and offices

## TOOLS

Best Practice Guide

Use reusable water  
bottles

## TIMELINE

Continuous work **from**  
**2021 onwards**  
**[MANDATORY IN 2025]**

**December 2021**

## OBJECTIVES

Global waste reduction on  
land and at sea

ACTIONS  
AT SEA

Replace single-use packaging  
with reusable or biodegradable  
solutions (low-tech or high-tech)

Replace water bottles with  
reusable solutions on board for  
training, PR days and races

## TOOLS

cf. IMOCA Purchasing Guide

Indicated in the IMOCA Rules

## TIMELINE

Continuous work **from**  
**2021 onwards**

**April 2021**

## OBJECTIVES

Engage the local community / Invest in the local economy

## ACTIONS

## ON LAND

Work with local caterers in an eco-responsible way for PR days and team dinners/lunches

## AT SEA

Favour local, seasonal and organic products for meals at sea

## TOOLS

cf. IMOCA Purchasing Guide

cf. IMOCA Purchasing Guide

## TIMELINE

Continuous work **from 2021 onwards**  
**[MANDATORY IN 2025]**

Continuous work **from 2021 onwards**



## ENERGY & WATER

Adopt a sober approach to water and energy management on land, just like at sea.

## OBJECTIVES

## ACTIONS

## TOOLS

## TIMELINE

**Adopt an energy-saving approach**

Replace conventional site lighting with LEDs

Install a general switch to stop unnecessary consumption in the evening (battery charger, machines, etc.)

Subscribe to a green energy supplier

Replace heating and air conditioning systems with a clean system (reversible heat pump)

cf. IMOCA Purchasing Guide

**Early 2022**

**Early 2022**

**Early 2022**  
[unless contractual commitment doesn't allow]

**2024**

## OBJECTIVES

**Reduce water consumption**

## ACTIONS

Set up a system to regulate water consumption

Rainwater collecting system on hangars

## TOOLS

[Toolbox - Water Tracker](#)

## TIMELINE

**2023**

**2024**



# COMMUNICATION

Even if it is less visible, our communication has an impact, whether it is digital or event-based .



## OBJECTIVES

**Integrate a digital sobriety approach**

## ACTIONS

Adopt a best practice list

Choosing low energy web providers

Choose less polluting servers

## TOOLS

Good Digital Practice Guide

cf. IMOCA Purchasing Guide

cf. IMOCA Purchasing Guide

## TIMELINE

Continuous work **from 2021 onwards**

**2024**

**2024**

## OBJECTIVES

**Generate a positive  
impact around  
communication and  
marketing**

## ACTIONS

Obligation to share the annual IMOCA helicopter image bank with at least one other team

Use drones for complementary image banks at sea

Display the team's cause on the boat [cf. theme 7]

Work with eco-responsible and local suppliers for marketing products

## TOOLS

In addition: shared IMOCA image bank of the race starts

cf. IMOCA Purchasing Guide

## TIMELINE

**December 2021**

**December 2021**

**2021**

**Continuous work from  
2021 onwards**



## CONTRIBUTION

Giving meaning to projects by associating them with environmental and social causes.



# CONTRIBUTION

## OBJECTIVES

**Enhance and protect biodiversity**

**Commit to ocean science**

## ACTIONS

Contribute to the research project on cetacean collisions, sargassum

Participate in a concrete action to help science (Ocean Decade programme) at each major race of the year

## TOOLS

Collaborative project based on the observation of marine fauna and flora

Internal project or proposed via the IMOCA Endowment Fund

## TIMELINE

**Continuous work from 2021 onwards**

**Continuous work from 2021 onwards [MANDATORY in 2024]**

## OBJECTIVES

**Have a positive social impact**

## ACTIONS

Include a multi-annual inclusion project (social/disability) within the team, on or off the race course

## TOOLS

Internal associative commitment or commitment proposed by the IMOCA Class.

Concrete action with an association/cause with evolving objectives until 2024

## TIMELINE

**Continuous work from 2021 onwards**

## OBJECTIVES

**Promote diversity and combating discrimination**

## ACTIONS

Adapt the internal recruitment policy to encourage the integration of women in both support and sports functions

Strengthen the presence of women in decision-making bodies

Implement non-discriminatory communication

## TOOLS

Carry out a communication campaign based on women in sailing

Proposal: Include a subtitling option for the hearing impaired in videos

## TIMELINE

**Continuous work from 2021 onwards**

**Continuous work from 2021 onwards**



# CONTACTS

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